



First Sergeant James M. Kupczak is currently assigned as the First Sergeant of Army and Army Reserve recruiting in and around the St. Paul, MN area.

He entered active duty in 1984, and completed Basic Training and Advanced Individual Training at Fort McClellan, Alabama. He was assigned to the 293<sup>rd</sup> MP Company, Ft. Meade, Maryland where he served as a Military Policeman from 1985 to 1986. He later was re-assigned to the 42<sup>nd</sup> MP Group (Customs), Mannheim, Germany and subsequently attached to the 2<sup>nd</sup> Region Headquarter, CID Command, where he served as a Military Police Investigator for Drug Suppression from 1986 to 1990.

In December 1990, he received orders and was re-assigned to the United States Army Recruiting Command, where he has served in the states of North Carolina, South Carolina, Illinois, and most recently Minnesota. 1SG Kupczak has held the positions as Field Recruiter, On Production Station Commander, Limited Product Station Commander, Operations NCO, and currently as Company First Sergeant for the St. Paul Army Recruiting Company.

Kupczak's military education includes the Primary Leadership Development Course, Basic Non-Commissioned Officers Course, Advanced Non-Commissioned Officers Course, Military Police and Military Police Investigators Course, Basic Recruiter Course, Station Commander Course, and Guidance Counselor Operations Course. His decorations and awards include the Meritorious Service Medal with one Oak Leaf Cluster, the Army Commendation Medal, the Army Achievement Medal with 5 Oak Leaf Clusters, the Armed Forces Service Medal, NCO Professional Development Ribbon, Over Seas Service Ribbon, and the German Marksmanship Award.